

POLICE AND CRIME COMMISSIONER'S OFFICE  
PERFORMANCE AND GOVERNANCE BOARD  
TUES 29 OCTOBER 2024

<b>Present:</b>
John Tizard, Police and Crime Commissioner (PCC)
Dan Vajzovic, Temporary Chief Constable – Police Service (CC)
<b>In Attendance:</b>
Phil Wells, Chief Finance Officer – Police Service/OPCC (PW)
John Murphy, Assistant Chief Constable – Police Service (JM)
Adam Ball, Assistant Chief Constable – Eastern Region Special Operations Unit (AB)
Ian Simmons, Detective Ch. Supt. - Joint Protective Services (IS)
Sharn Basra, Chief Executive – OPCC (SB)
Lara Lewis, Staff Officer – PCC (LL)
Emma Punter, Staff Officer – ACC (EP)

Agenda Item	
<b>Item 1:</b> <b>Welcome &amp; PCC Remarks</b>	<p>PCC welcomes everyone to meeting, in particular Sharn Basra as new CEO and Dan Vajzovic as Temporary Chief Constable.</p> <p>The minutes of the previous meeting were agreed</p> <p>PCC said he wants to review the reporting on community policing and in particular officer numbers. This will be discussed at local policing spotlight.</p>
<b>Item 2:</b> <b>Actions</b>	<p>No actions to note.</p>
<b>Item 3.1: Crime performance figures with restricted detail</b>	<p>JM presented a report on Performance across Bedfordshire Police. PCC thanked JM for in depth report on performance. He then asked JM and DV questions based on the report</p> <p><b>PCC asked which crime types have significantly increased?</b></p> <p>JM – domestic burglary has seen 30% increase in North. Now more than half of the total in the whole county. Could be driven by ways OCGs are operating. Commercial burglary increase due to crackdown on shoplifting.</p>

	<p><b>PCC asked about increase in shoplifting being due to more reporting?</b></p> <p>It was agreed that the local policing spotlight report would include analysis of shoplifting statistics.</p> <p><b>PCC asked when we will see results from implementation of new drugs focus desk?</b></p> <p>JM – 12 months to see impact on other crime types</p> <p><b>PCC asked if arrival times as positive as phone answering times?</b></p> <p>CC - Response team is not meeting 15 min target for immediate incidents. Their average response time is 21 mins. PCC said that this needed to change but more detail was required on variation across the county and that he would expect more details and plans for improvement.</p> <p>This is to feature as part of the local policing/patrol spotlight at the next meeting.</p> <p><b>PCC asked how does response times compare around the county?</b></p> <p>This is to feature as part of the local policing/patrol spotlight at the next meeting.</p> <p><b>PCC asked what improvements are being made and are we seeing results?</b></p> <p>This is to feature as part of the local policing/patrol spotlight at the next meeting.</p> <p><b>ACTION:</b> Include Patrol report in local policing spotlight and impact it is having</p> <p>PCC noted his observations of performance over the last 6x months including his time in tenure and it suggested the Patrol function were experiencing great demand and struggling with throughput.</p> <p><b>ACTION:</b> Additions to be made to shoplifting dashboard ahead of local policing spotlight</p> <p><b>ACTION:</b> April interim report on drugs desk progress.</p> <p><b>ACTION:</b> Include hate crime report and results on the above in local policing spotlight.</p>
<p><b>Item 4.1</b> <b>Collaboration</b> <b>updates – JPS</b></p>	<p>IS presented report on BCH JPS</p> <p>PCC thanked IS for report and noted that firearms licensing is a continual problem.</p> <p><b>PCC asked if the Kaba court case has had any impact on morale?</b></p>

	<p>IS – at the time but now resolved.</p> <p><b>PCC asked - Are we any closer to resolving firearms licensing issues and speeding up process as well as the customer service?</b></p> <p>CC – started after Plymouth incident when process was strengthened. Better now in Beds than in Cambs and Herts. Average 160 day wait for new application. 100 day wait for renewals. Need early applications and manage expectations – 5-6 month delay needs to be communicated. We are not currently covering our own costs so cost of certificates could be increased. CC has been monitoring customer service and complaints have reduced.</p> <p>IS - technology is out of date and largely manual</p> <p>PCC said he expects the service to improve</p> <p><b>ACTION: JM to share briefing paper with PCC on firearms licensing and for service</b></p>
<p><b>Item 4.2:</b>  <b>Collaboration updates - Eastern Region Special Operations Unit</b></p>	<p>PCC thanked AB for report.</p> <p><b>PCC asked – what are the next stages of the staff survey?</b></p> <p>AB – addressing transparency under engagement strategy.</p> <p><b>PCC asked – How effective do you think CT Prevent is?</b></p> <p>AB - National lead, well engaged SPOCs, strong presence in Beds and Luton. Good referrals from local authorities and from health.</p> <p><b>PCC asked – how much threat from right wing are you seeing in Beds?</b></p> <p>AB – reviewing training package to help partners identify risks - The national training package is too complex and needs to be refined and delivered to front line teams. Community engagement via local authority.</p> <p><b>PCC asked – are there concerns about extremism and SOC in Bedford prison?</b></p> <p>AB – working group in place with some good results. Need to do more on both.</p> <p>JM - Now prisoners going to Peterborough so working out how we can improve information sharing and manage prison security risk.</p> <p><b>ACTION: PCC to visit ERSOU and JPS teams again with specific focus for each meeting</b></p>
<p><b>Item 4.3:</b>  <b>Collaboration updates: BCH functions including HR/ICT</b></p>	<p>PCC noted report tabled.</p> <p><b>PCC asked about recruitment and retention</b></p> <p>CC- Not a cause for concern. Attrition lower than previous years and improving against national trend. Implementing better mentorship and</p>

	<p>training. Taking on feedback from HMIC. Most leavers leaving policing not transferring to other services. CC - HMIC point to incomplete use of 1-1s in all teams</p> <p><b>PCC asked about long term sickness</b> JM – focussing on supporting officers on restricted duties. PW- reducing long term absences</p> <p><b>ACTION: PCC asked for detailed reports on recruitment, attrition and long term absence at the spotlight P&amp;G meeting on excellent policing</b></p>
<p><b>Item 5: Risks</b></p>	<p>PW - Finances for 2025/26 onwards. Funding was added to the risk register</p>
<p><b>Item 6: Chief Constable Complaints</b></p>	<p>No complaints to note No reviews to note</p>
<p><b>Item 7: Quarterly Reporting efficiency – Finance, Budget and efficiency</b></p>	<p>PW presented report on revenue budget monitoring</p> <ul style="list-style-type: none"> <li>• the Police Service is forecasting £800k overspend and the OPCC os forecast is for a breakeven outcome</li> <li>• the police service overspend is primarily due to pay awards nor being fully funded by government</li> <li>• However there no one off costs in the forecast for OPCC restructuring so this will need to be addressed in next forecast PCC expects these costs to be in this financial year.</li> <li>• Capital budget is forecast is on target. This budgeted expenditure includes upgrades to LPS custody suite and roof</li> <li>• The budget is being prepared on the assumption of</li> <li>• a 2% pay increase in 2025/26</li> <li>• a £10 precept increase on band D council tax but as yet no detail of the government’s funding announcement nor policy on precept capping</li> <li>• PBB is underway across the police service; it has been completed for ERSOU with no reductions in budget; and is about to commence at BCH</li> </ul> <p><b>PCC asked about drawing on reserves</b></p> <p>He is content with some drawing down of reserves in 2024/25 but would expect them to be stabilised in 2025/26</p> <p><b>PCC asked if there will be funding for a major operation in Bedford ongoing and for dangerous dog storage</b></p> <p><b>PCC’s requirement for the police service 2025/26budget submission to him</b></p> <p>He requires a budget proposal based on a Band D £10 council tax increase (this is in line with last year’s precept cap) showing three-year trajectory. He wishes the CC to prepare business cases for incremental increases in</p>

	<p>expenditure in £500k tranches and to identify opportunities more collaboration with other police services and other local public bodies.</p> <ul style="list-style-type: none"> <li>• prepare a budget for 2025/26 following PBB assuming a Band D £10 council tax increase showing a three year trajectory</li> <li>• accompany this submission with <ul style="list-style-type: none"> <li>○ a comprehensive risk analysis highlighting the greatest risks and mitigation</li> <li>○ explanations for significant reductions or increases to specific departmental budgets and the risks associated with these</li> <li>○ areas of serious under-resourcing</li> <li>○ proposals for improving productivity further</li> <li>○ benchmarking where possible</li> <li>○ commentary on how the budget and its component elements will contribute to implementation of the Police and Crime Plan, and national government targets</li> </ul> </li> <li>• prepare business cases for incremental increases in expenditure in £500k tranches</li> <li>• identify opportunities more collaboration with other police services and other local public bodies</li> </ul> <p>.</p> <p><b>ACTION:</b> 2025/26 budget preparation be based on the above requirement set by the PCC</p>
<p><b>AOB</b></p>	<p>The PCC and CC reported that the HMICFRS hot debrief following the PEEL inspection closely matched the police service’s self assessment</p> <p><b>ACTION:</b> the HMICFRS report will shape future P&amp;G agendas especially spotlight scrutiny</p>